



Our foundations

A building is only as strong as its foundation and railroads are no different. Whether you interact with us in the field or the office, you will find our employees all have the same focus.

Diversity in the workforce

When you work with us, you join a team of railroaders from all walks of life with all kinds of skill.

Having a skilled and diverse workforce is a longstanding goal at CP as we cultivate the best team of railroaders in the industry. To support our vision, we work collaboratively with our employees, communities along our network and with partner organizations in Canada and the U.S. to progress and support CP's commitment towards a more representative and inclusive workplace

The safety of our employees and the communities in which we operate is non-negotiable and leadership, training and resources are the cornerstones of a genuinely safe and healthy work environment.

Promoting Women in the Workplace

- CP's board is comprised of 40% women and is a member of the 30% Club -- a leading international organization committed to better gender representation
- as a founding member of the Canadian Board Diversity Council, CP offers women at the director level the opportunity to attend the "Get on Board" governance education program
- CP is a corporate member of the Women's Executive Network which supports, develops and retains women in professional and management positions

Immigrant Work Experience programs

- CP has a long-standing relationship with several associations and organizations that attract, recruit and support skilled immigrants

Indigenous Relations

- As governments continue to reconcile past decisions to build a more positive present and future with Indigenous communities, CP continues to collaborate with Indigenous groups to better understand their cultures, and develop more meaningful relationships.

Legal Leaders for Diversity

- CP is a member of Legal Leaders for Diversity, a group of Canadian General Counsel who have declared their support and commitment for creating a more inclusive legal profession as well as supporting diversity initiatives within their organizations.

Work with us.

We pride ourselves in offering a large variety of careers that emphasize precision, passion, strength, genuineness and accountability. Find your railroader career and help us keep things moving.